S-1916.2		

SENATE BILL 6016

State of Washington

55th Legislature

1997 Regular Session

By Senators Benton and Strannigan

Read first time 02/26/97. Referred to Committee on Ways & Means.

- 1 AN ACT Relating to certain members of the retirement systems who
- 2 are elected or appointed to the legislature or state elective
- 3 positions; amending RCW 41.32.010; and reenacting and amending RCW
- 4 41.26.030 and 41.40.010.
- 5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:
- 6 **Sec. 1.** RCW 41.26.030 and 1996 c 178 s 11 and 1996 c 38 s 2 are 7 each reenacted and amended to read as follows:
- As used in this chapter, unless a different meaning is plainly prequired by the context:
- 10 (1) "Retirement system" means the "Washington law enforcement 11 officers' and fire fighters' retirement system" provided herein.
- 12 (2)(a) "Employer" for plan I members, means the legislative 13 authority of any city, town, county, or district or the elected
- 14 officials of any municipal corporation that employs any law enforcement
- 15 officer and/or fire fighter, any authorized association of such
- 16 municipalities, and, except for the purposes of RCW 41.26.150, any
- 17 labor guild, association, or organization, which represents the fire
- 18 fighters or law enforcement officers of at least seven cities of over
- 19 20,000 population and the membership of each local lodge or division of

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- which is composed of at least sixty percent law enforcement officers or fire fighters as defined in this chapter.
- 3 (b) "Employer" for plan II members, means the following entities to 4 the extent that the entity employs any law enforcement officer and/or 5 fire fighter:
- 6 (i) The legislative authority of any city, town, county, or 7 district;
- 8 (ii) The elected officials of any municipal corporation;
- 9 (iii) The governing body of any other general authority law 10 enforcement agency; or
- 11 (iv) A four-year institution of higher education having a fully 12 operational fire department as of January 1, 1996.
- (3) "Law enforcement officer" beginning January 1, 1994, means any person who is commissioned and employed by an employer on a full time, fully compensated basis to enforce the criminal laws of the state of Washington generally, with the following qualifications:
- 17 (a) No person who is serving in a position that is basically 18 clerical or secretarial in nature, and who is not commissioned shall be 19 considered a law enforcement officer;
- (b) Only those deputy sheriffs, including those serving under a different title pursuant to county charter, who have successfully completed a civil service examination for deputy sheriff or the equivalent position, where a different title is used, and those persons serving in unclassified positions authorized by RCW 41.14.070 except a private secretary will be considered law enforcement officers;
- (c) Only such full time commissioned law enforcement personnel as have been appointed to offices, positions, or ranks in the police department which have been specifically created or otherwise expressly provided for and designated by city charter provision or by ordinance enacted by the legislative body of the city shall be considered city police officers;
- 32 (d) The term "law enforcement officer" also includes the executive 33 secretary of a labor guild, association or organization (which is an 34 employer under RCW 41.26.030(2)) if that individual has five years 35 previous membership in the retirement system established in chapter 36 41.20 RCW. The provisions of this subsection (3)(d) shall not apply to 37 plan II members; and
- 38 (e) The term "law enforcement officer" also includes a person 39 employed on or after January 1, 1993, as a public safety officer or

- director of public safety, so long as the job duties substantially involve only either police or fire duties, or both, and no other duties in a city or town with a population of less than ten thousand. The provisions of this subsection (3)(e) shall not apply to any public safety officer or director of public safety who is receiving a retirement allowance under this chapter as of May 12, 1993.
 - (4) "Fire fighter" means:

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- 8 (a) Any person who is serving on a full time, fully compensated 9 basis as a member of a fire department of an employer and who is 10 serving in a position which requires passing a civil service 11 examination for fire fighter, and who is actively employed as such;
- 12 (b) Anyone who is actively employed as a full time fire fighter 13 where the fire department does not have a civil service examination;
 - (c) Supervisory fire fighter personnel;
- (d) Any full time executive secretary of an association of fire protection districts authorized under RCW 52.12.031. The provisions of this subsection (4)(d) shall not apply to plan II members;
- (e) The executive secretary of a labor guild, association or organization (which is an employer under RCW 41.26.030(2) as now or hereafter amended), if such individual has five years previous membership in a retirement system established in chapter 41.16 or 41.18 RCW. The provisions of this subsection (4)(e) shall not apply to plan II members;
- (f) Any person who is serving on a full time, fully compensated basis for an employer, as a fire dispatcher, in a department in which, on March 1, 1970, a dispatcher was required to have passed a civil service examination for fire fighter; and
- (g) Any person who on March 1, 1970, was employed on a full time, fully compensated basis by an employer, and who on May 21, 1971, was making retirement contributions under the provisions of chapter 41.16 or 41.18 RCW.
- 32 (5) "Department" means the department of retirement systems created 33 in chapter 41.50 RCW.
- 34 (6) "Surviving spouse" means the surviving widow or widower of a 35 member. "Surviving spouse" shall not include the divorced spouse of a 36 member except as provided in RCW 41.26.162.
- (7)(a) "Child" or "children" means an unmarried person who is under the age of eighteen or mentally or physically handicapped as determined

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- 1 by the department, except a handicapped person in the full time care of
- 2 a state institution, who is:
- 3 (i) A natural born child;
- 4 (ii) A stepchild where that relationship was in existence prior to
- 5 the date benefits are payable under this chapter;
- 6 (iii) A posthumous child;
- 7 (iv) A child legally adopted or made a legal ward of a member prior
- 8 to the date benefits are payable under this chapter; or
- 9 (v) An illegitimate child legitimized prior to the date any 10 benefits are payable under this chapter.
- 11 (b) A person shall also be deemed to be a child up to and including
- 12 the age of twenty years and eleven months while attending any high
- 13 school, college, or vocational or other educational institution
- 14 accredited, licensed, or approved by the state, in which it is located,
- 15 including the summer vacation months and all other normal and regular
- 16 vacation periods at the particular educational institution after which
- 17 the child returns to school.
- 18 (8) "Member" means any fire fighter, law enforcement officer, or
- 19 other person as would apply under subsections (3) or (4) of this
- 20 section whose membership is transferred to the Washington law
- 21 enforcement officers' and fire fighters' retirement system on or after
- 22 March 1, 1970, and every law enforcement officer and fire fighter who
- 23 is employed in that capacity on or after such date.
- 24 (9) "Retirement fund" means the "Washington law enforcement
- 25 officers' and fire fighters' retirement system fund" as provided for
- 26 herein.
- 27 (10) "Employee" means any law enforcement officer or fire fighter
- 28 as defined in subsections (3) and (4) of this section.
- 29 (11)(a) "Beneficiary" for plan I members, means any person in
- 30 receipt of a retirement allowance, disability allowance, death benefit,
- 31 or any other benefit described herein.
- 32 (b) "Beneficiary" for plan II members, means any person in receipt
- 33 of a retirement allowance or other benefit provided by this chapter
- 34 resulting from service rendered to an employer by another person.
- 35 (12)(a) "Final average salary" for plan I members, means (i) for a
- 36 member holding the same position or rank for a minimum of twelve months
- 37 preceding the date of retirement, the basic salary attached to such
- 38 same position or rank at time of retirement; (ii) for any other member,
- 39 including a civil service member who has not served a minimum of twelve

- months in the same position or rank preceding the date of retirement, 1 2 the average of the greatest basic salaries payable to such member during any consecutive twenty-four month period within such member's 3 4 last ten years of service for which service credit is allowed, computed 5 by dividing the total basic salaries payable to such member during the selected twenty-four month period by twenty-four; (iii) in the case of 6 7 disability of any member, the basic salary payable to such member at 8 the time of disability retirement; (iv) in the case of a member who 9 hereafter vests pursuant to RCW 41.26.090, the basic salary payable to 10 such member at the time of vesting.
 - (b) "Final average salary" for plan II members, means the monthly average of the member's basic salary for the highest consecutive sixty service credit months of service prior to such member's retirement, termination, or death. Periods constituting authorized unpaid leaves of absence may not be used in the calculation of final average salary.

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- (13)(a) "Basic salary" for plan I members, means the basic monthly rate of salary or wages, including longevity pay but not including overtime earnings or special salary or wages, upon which pension or retirement benefits will be computed and upon which employer contributions and salary deductions will be based.
- (b) "Basic salary" for plan II members, means salaries or wages 21 earned by a member during a payroll period for personal services, 22 including overtime payments, and shall include wages and salaries 23 24 deferred under provisions established pursuant to sections 403(b), 25 414(h), and 457 of the United States Internal Revenue Code, but shall 26 exclude lump sum payments for deferred annual sick leave, unused accumulated vacation, unused accumulated annual leave, or any form of 27 severance pay. In any year in which a member serves in the legislature 28 the member shall have the option of having such member's basic salary 29 30 be the greater of:
- 31 (i) The basic salary the member would have received had such member 32 not served in the legislature; or
- (ii) Such member's actual basic salary received for nonlegislative public employment and legislative service combined. Any additional contributions to the retirement system required because basic salary under (b)(i) of this subsection is greater than basic salary under (b)(ii) of this subsection shall be paid by the member for both member and employer contributions.

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- (14)(a) "Service" for plan I members, means all periods of 1 employment for an employer as a fire fighter or law enforcement 2 3 officer, for which compensation is paid, together with periods of 4 suspension not exceeding thirty days in duration. For the purposes of 5 this chapter service shall also include service in the armed forces of the United States as provided in RCW 41.26.190. Credit shall be 6 7 allowed for all service credit months of service rendered by a member 8 from and after the member's initial commencement of employment as a 9 fire fighter or law enforcement officer, during which the member worked 10 for seventy or more hours, or was on disability leave or disability retirement. Only service credit months of service shall be counted in 11 the computation of any retirement allowance or other benefit provided 12 13 for in this chapter.
 - (i) For members retiring after May 21, 1971 who were employed under the coverage of a prior pension act before March 1, 1970, "service" shall also include (A) such military service not exceeding five years as was creditable to the member as of March 1, 1970, under the member's particular prior pension act, and (B) such other periods of service as were then creditable to a particular member under the provisions of RCW 41.18.165, 41.20.160 or 41.20.170. However, in no event shall credit be allowed for any service rendered prior to March 1, 1970, where the member at the time of rendition of such service was employed in a position covered by a prior pension act, unless such service, at the time credit is claimed therefor, is also creditable under the provisions of such prior act.
- (ii) A member who is employed by two employers at the same time shall only be credited with service to one such employer for any month during which the member rendered such dual service.
- 29 (b) "Service" for plan II members, means periods of employment by 30 a member for one or more employers for which basic salary is earned for 31 ninety or more hours per calendar month which shall constitute a service credit month. Periods of employment by a member for one or 32 more employers for which basic salary is earned for at least seventy 33 34 hours but less than ninety hours per calendar month shall constitute 35 one-half service credit month. Periods of employment by a member for one or more employers for which basic salary is earned for less than 36 37 seventy hours shall constitute a one-quarter service credit month.

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Members of the retirement system who are elected or appointed to a state elective position <u>prior to the effective date of this act</u>, may elect to continue to be members of this retirement system.

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Service credit years of service shall be determined by dividing the total number of service credit months of service by twelve. Any fraction of a service credit year of service as so determined shall be taken into account in the computation of such retirement allowance or benefits.

If a member receives basic salary from two or more employers during any calendar month, the individual shall receive one service credit month's service credit during any calendar month in which multiple service for ninety or more hours is rendered; or one-half service credit month's service credit during any calendar month in which multiple service for at least seventy hours but less than ninety hours is rendered; or one-quarter service credit month during any calendar month in which multiple service for less than seventy hours is rendered.

- (15) "Accumulated contributions" means the employee's contributions made by a member, including any amount paid under RCW 41.50.165(2), plus accrued interest credited thereon.
- (16) "Actuarial reserve" means a method of financing a pension or retirement plan wherein reserves are accumulated as the liabilities for benefit payments are incurred in order that sufficient funds will be available on the date of retirement of each member to pay the member's future benefits during the period of retirement.
 - (17) "Actuarial valuation" means a mathematical determination of the financial condition of a retirement plan. It includes the computation of the present monetary value of benefits payable to present members, and the present monetary value of future employer and employee contributions, giving effect to mortality among active and retired members and also to the rates of disability, retirement, withdrawal from service, salary and interest earned on investments.
- (18) "Disability board" for plan I members means either the county disability board or the city disability board established in RCW 41.26.110.
- 36 (19) "Disability leave" means the period of six months or any 37 portion thereof during which a member is on leave at an allowance equal 38 to the member's full salary prior to the commencement of disability

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- 1 retirement. The definition contained in this subsection shall apply
- 2 only to plan I members.
- 3 (20) "Disability retirement" for plan I members, means the period
- 4 following termination of a member's disability leave, during which the
- 5 member is in receipt of a disability retirement allowance.
- 6 (21) "Position" means the employment held at any particular time, 7 which may or may not be the same as civil service rank.
- 8 (22) "Medical services" for plan I members, shall include the
- 9 following as minimum services to be provided. Reasonable charges for
- 10 these services shall be paid in accordance with RCW 41.26.150.
- 11 (a) Hospital expenses: These are the charges made by a hospital,
- 12 in its own behalf, for
- 13 (i) Board and room not to exceed semiprivate room rate unless
- 14 private room is required by the attending physician due to the
- 15 condition of the patient.
- 16 (ii) Necessary hospital services, other than board and room,
- 17 furnished by the hospital.
- 18 (b) Other medical expenses: The following charges are considered
- 19 "other medical expenses", provided that they have not been considered
- 20 as "hospital expenses".
- 21 (i) The fees of the following:
- 22 (A) A physician or surgeon licensed under the provisions of chapter
- 23 18.71 RCW;
- 24 (B) An osteopathic physician and surgeon licensed under the
- 25 provisions of chapter 18.57 RCW;
- 26 (C) A chiropractor licensed under the provisions of chapter 18.25
- 27 RCW.
- 28 (ii) The charges of a registered graduate nurse other than a nurse
- 29 who ordinarily resides in the member's home, or is a member of the
- 30 family of either the member or the member's spouse.
- 31 (iii) The charges for the following medical services and supplies:
- 32 (A) Drugs and medicines upon a physician's prescription;
- 33 (B) Diagnostic x-ray and laboratory examinations;
- 34 (C) X-ray, radium, and radioactive isotopes therapy;
- 35 (D) Anesthesia and oxygen;
- 36 (E) Rental of iron lung and other durable medical and surgical
- 37 equipment;
- 38 (F) Artificial limbs and eyes, and casts, splints, and trusses;

- 1 (G) Professional ambulance service when used to transport the 2 member to or from a hospital when injured by an accident or stricken by 3 a disease;
- 4 (H) Dental charges incurred by a member who sustains an accidental injury to his or her teeth and who commences treatment by a legally licensed dentist within ninety days after the accident;
 - (I) Nursing home confinement or hospital extended care facility;
 - (J) Physical therapy by a registered physical therapist;

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- 9 (K) Blood transfusions, including the cost of blood and blood 10 plasma not replaced by voluntary donors;
- 11 (L) An optometrist licensed under the provisions of chapter 18.53 12 RCW.
- 13 (23) "Regular interest" means such rate as the director may 14 determine.
- 15 (24) "Retiree" for persons who establish membership in the 16 retirement system on or after October 1, 1977, means any member in 17 receipt of a retirement allowance or other benefit provided by this 18 chapter resulting from service rendered to an employer by such member.
- 19 (25) "Director" means the director of the department.
- 20 (26) "State actuary" or "actuary" means the person appointed 21 pursuant to RCW 44.44.010(2).
- (27) "State elective position" means any position held by any person elected or appointed to state-wide office or elected or appointed as a member of the legislature.
- (28) "Plan I" means the law enforcement officers' and fire fighters' retirement system, plan I providing the benefits and funding provisions covering persons who first became members of the system prior to October 1, 1977.
- (29) "Plan II" means the law enforcement officers' and fire fighters' retirement system, plan II providing the benefits and funding provisions covering persons who first became members of the system on and after October 1, 1977.
- 33 (30) "Service credit year" means an accumulation of months of 34 service credit which is equal to one when divided by twelve.
- 35 (31) "Service credit month" means a full service credit month or an 36 accumulation of partial service credit months that are equal to one.
- 37 (32) "General authority law enforcement agency" means any agency, 38 department, or division of a municipal corporation, political 39 subdivision, or other unit of local government of this state, and any

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- l agency, department, or division of state government, having as its
- 2 primary function the detection and apprehension of persons committing
- 3 infractions or violating the traffic or criminal laws in general, but
- 4 not including the Washington state patrol. Such an agency, department,
- 5 or division is distinguished from a limited authority law enforcement
- 6 agency having as one of its functions the apprehension or detection of
- 7 persons committing infractions or violating the traffic or criminal
- 8 laws relating to limited subject areas, including but not limited to,
- 9 the state departments of natural resources, fish and wildlife, and
- 10 social and health services, the state gambling commission, the state
- 11 lottery commission, the state parks and recreation commission, the
- 12 state utilities and transportation commission, the state liquor control
- 13 board, and the state department of corrections.
- 14 **Sec. 2.** RCW 41.32.010 and 1996 c 39 s 1 are each amended to read
- 15 as follows:
- 16 As used in this chapter, unless a different meaning is plainly
- 17 required by the context:
- 18 (1)(a) "Accumulated contributions" for plan I members, means the
- 19 sum of all regular annuity contributions and, except for the purpose of
- 20 withdrawal at the time of retirement, any amount paid under RCW
- 21 41.50.165(2) with regular interest thereon.
- (b) "Accumulated contributions" for plan II members, means the sum
- 23 of all contributions standing to the credit of a member in the member's
- 24 individual account, including any amount paid under RCW 41.50.165(2),
- 25 together with the regular interest thereon.
- 26 (2) "Actuarial equivalent" means a benefit of equal value when
- 27 computed upon the basis of such mortality tables and regulations as
- 28 shall be adopted by the director and regular interest.
- 29 (3) "Annuity" means the moneys payable per year during life by
- 30 reason of accumulated contributions of a member.
- 31 (4) "Member reserve" means the fund in which all of the accumulated
- 32 contributions of members are held.
- 33 (5)(a) "Beneficiary" for plan I members, means any person in
- 34 receipt of a retirement allowance or other benefit provided by this
- 35 chapter.
- 36 (b) "Beneficiary" for plan II and plan III members, means any
- 37 person in receipt of a retirement allowance or other benefit provided

- 1 by this chapter resulting from service rendered to an employer by 2 another person.
- 3 (6) "Contract" means any agreement for service and compensation 4 between a member and an employer.
- 5 (7) "Creditable service" means membership service plus prior 6 service for which credit is allowable. This subsection shall apply 7 only to plan I members.
- 8 (8) "Dependent" means receiving one-half or more of support from a 9 member.
- 10 (9) "Disability allowance" means monthly payments during 11 disability. This subsection shall apply only to plan I members.
- 12 (10)(a) "Earnable compensation" for plan I members, means:
- (i) All salaries and wages paid by an employer to an employee member of the retirement system for personal services rendered during a fiscal year. In all cases where compensation includes maintenance the employer shall fix the value of that part of the compensation not paid in money.
- (ii) "Earnable compensation" for plan I members also includes the following actual or imputed payments, which are not paid for personal services:

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- (A) Retroactive payments to an individual by an employer on reinstatement of the employee in a position, or payments by an employer to an individual in lieu of reinstatement in a position which are awarded or granted as the equivalent of the salary or wages which the individual would have earned during a payroll period shall be considered earnable compensation and the individual shall receive the equivalent service credit.
- (B) If a leave of absence, without pay, is taken by a member for 28 the purpose of serving as a member of the state legislature, and such 29 30 member has served in the legislature five or more years, the salary 31 which would have been received for the position from which the leave of absence was taken shall be considered as compensation earnable if the 32 employee's contribution thereon is paid by the employee. In addition, 33 34 where a member has been a member of the state legislature for five or 35 more years, earnable compensation for the member's two highest compensated consecutive years of service shall include a sum not to 36 37 exceed thirty-six hundred dollars for each of such two consecutive years, regardless of whether or not legislative service was rendered 38 39 during those two years.

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(iii) For members employed less than full time under written 1 contract with a school district, or community college district, in an 2 instructional position, for which the member receives service credit of 3 4 less than one year in all of the years used to determine the earnable 5 compensation used for computing benefits due under RCW 41.32.497, 41.32.498, and 41.32.520, the member may elect to have earnable 6 7 compensation defined as provided in RCW 41.32.345. For the purposes of 8 this subsection, the term "instructional position" means a position in 9 which more than seventy-five percent of the member's time is spent as 10 a classroom instructor (including office hours), a librarian, or a counselor. Earnable compensation shall be so defined only for the 11 purpose of the calculation of retirement benefits and only as necessary 12 to insure that members who receive fractional service credit under RCW 13 14 41.32.270 receive benefits proportional to those received by members 15 who have received full-time service credit.

(iv) "Earnable compensation" does not include:

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- 17 (A) Remuneration for unused sick leave authorized under RCW 41.04.340, 28A.400.210, or 28A.310.490; 18
- 19 (B) Remuneration for unused annual leave in excess of thirty days as authorized by RCW 43.01.044 and 43.01.041. 20
- (b) "Earnable compensation" for plan II and plan III members, means salaries or wages earned by a member during a payroll period for 22 23 personal services, including overtime payments, and shall include wages 24 and salaries deferred under provisions established pursuant to sections 25 403(b), 414(h), and 457 of the United States Internal Revenue Code, but 26 shall exclude lump sum payments for deferred annual sick leave, unused 27 accumulated vacation, unused accumulated annual leave, or any form of severance pay.

29 "Earnable compensation" for plan II and plan III members also 30 includes the following actual or imputed payments which, except in the 31 case of (b)(ii)(B) of this subsection, are not paid for personal services: 32

(i) Retroactive payments to an individual by an employer on 33 reinstatement of the employee in a position or payments by an employer 34 35 to an individual in lieu of reinstatement in a position which are awarded or granted as the equivalent of the salary or wages which the 36 37 individual would have earned during a payroll period shall be considered earnable compensation, to the extent provided above, and the 38 39 individual shall receive the equivalent service credit.

- 1 (ii) In any year in which a member serves in the legislature the 2 member shall have the option of having such member's earnable 3 compensation be the greater of:
- 4 (A) The earnable compensation the member would have received had 5 such member not served in the legislature; or
- (B) Such member's actual earnable compensation received for 6 7 service combined. teaching and legislative Any additional 8 contributions to the retirement system required because compensation 9 earnable under (b)(ii)(A) of this subsection is greater 10 compensation earnable under (b)(ii)(B) of this subsection shall be paid by the member for both member and employer contributions. 11
- 12 (11) "Employer" means the state of Washington, the school district, 13 or any agency of the state of Washington by which the member is paid.
- 14 (12) "Fiscal year" means a year which begins July 1st and ends June 30th of the following year.
- 16 (13) "Former state fund" means the state retirement fund in 17 operation for teachers under chapter 187, Laws of 1923, as amended.
- 18 (14) "Local fund" means any of the local retirement funds for 19 teachers operated in any school district in accordance with the 20 provisions of chapter 163, Laws of 1917 as amended.
- 21 (15) "Member" means any teacher included in the membership of the 22 retirement system. Also, any other employee of the public schools who, 23 on July 1, 1947, had not elected to be exempt from membership and who, 24 prior to that date, had by an authorized payroll deduction, contributed 25 to the member reserve.
 - (16) "Membership service" means service rendered subsequent to the first day of eligibility of a person to membership in the retirement system: PROVIDED, That where a member is employed by two or more employers the individual shall receive no more than one service credit month during any calendar month in which multiple service is rendered. The provisions of this subsection shall apply only to plan I members.
- The provisions of this subsection shall apply only to plan I members.

 (17) "Pension" means the moneys payable per year during life from
- 33 the pension reserve.

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- 34 (18) "Pension reserve" is a fund in which shall be accumulated an 35 actuarial reserve adequate to meet present and future pension 36 liabilities of the system and from which all pension obligations are to 37 be paid.
- 38 (19) "Prior service" means service rendered prior to the first date 39 of eligibility to membership in the retirement system for which credit

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- 1 is allowable. The provisions of this subsection shall apply only to 2 plan I members.
- 3 (20) "Prior service contributions" means contributions made by a 4 member to secure credit for prior service. The provisions of this 5 subsection shall apply only to plan I members.
- 6 (21) "Public school" means any institution or activity operated by 7 the state of Washington or any instrumentality or political subdivision 8 thereof employing teachers, except the University of Washington and 9 Washington State University.
- 10 (22) "Regular contributions" means the amounts required to be 11 deducted from the compensation of a member and credited to the member's 12 individual account in the member reserve. This subsection shall apply 13 only to plan I members.
- 14 (23) "Regular interest" means such rate as the director may 15 determine.
- 16 (24)(a) "Retirement allowance" for plan I members, means monthly 17 payments based on the sum of annuity and pension, or any optional 18 benefits payable in lieu thereof.
- 19 (b) "Retirement allowance" for plan II and plan III members, means 20 monthly payments to a retiree or beneficiary as provided in this 21 chapter.
- 22 (25) "Retirement system" means the Washington state teachers' 23 retirement system.
- (26)(a) "Service" for plan I members means the time during which a member has been employed by an employer for compensation.
- 26 (i) If a member is employed by two or more employers the individual 27 shall receive no more than one service credit month during any calendar 28 month in which multiple service is rendered.
- (ii) As authorized by RCW 28A.400.300, up to forty-five days of sick leave may be creditable as service solely for the purpose of determining eligibility to retire under RCW 41.32.470.
- (iii) As authorized in RCW 41.32.065, service earned in an out-ofstate retirement system that covers teachers in public schools may be applied solely for the purpose of determining eligibility to retire under RCW 41.32.470.
- 36 (b) "Service" for plan II and plan III members, means periods of 37 employment by a member for one or more employers for which earnable 38 compensation is earned subject to the following conditions:

(i) A member employed in an eligible position or as a substitute shall receive one service credit month for each month of September through August of the following year if he or she earns earnable compensation for eight hundred ten or more hours during that period and is employed during nine of those months, except that a member may not receive credit for any period prior to the member's employment in an eligible position except as provided in RCW 41.32.812 and 41.50.132;

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- (ii) If a member is employed either in an eligible position or as a substitute teacher for nine months of the twelve month period between September through August of the following year but earns earnable compensation for less than eight hundred ten hours but for at least six hundred thirty hours, he or she will receive one-half of a service credit month for each month of the twelve month period;
- 14 (iii) All other members in an eligible position or as a substitute 15 teacher shall receive service credit as follows:
- 16 (A) A service credit month is earned in those calendar months where 17 earnable compensation is earned for ninety or more hours;
- 18 (B) A half-service credit month is earned in those calendar months 19 where earnable compensation is earned for at least seventy hours but 20 less than ninety hours; and
- 21 (C) A quarter-service credit month is earned in those calendar 22 months where earnable compensation is earned for less than seventy 23 hours.
 - (iv) Any person who is a member of the teachers' retirement system and who is elected or appointed to a state elective position <u>prior to the effective date of this act</u> may continue to be a member of the retirement system and continue to receive a service credit month for each of the months in a state elective position by making the required member contributions.
- (v) When an individual is employed by two or more employers the individual shall only receive one month's service credit during any calendar month in which multiple service for ninety or more hours is rendered.
 - (vi) As authorized by RCW 28A.400.300, up to forty-five days of sick leave may be creditable as service solely for the purpose of determining eligibility to retire under RCW 41.32.470. For purposes of plan II and plan III "forty-five days" as used in RCW 28A.400.300 is equal to two service credit months. Use of less than forty-five days

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- 1 of sick leave is creditable as allowed under this subsection as 2 follows:
 - (A) Less than eleven days equals one-quarter service credit month;
- 4 (B) Eleven or more days but less than twenty-two days equals one-5 half service credit month;
 - (C) Twenty-two days equals one service credit month;

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- 7 (D) More than twenty-two days but less than thirty-three days 8 equals one and one-quarter service credit month;
- 9 (E) Thirty-three or more days but less than forty-five days equals 10 one and one-half service credit month.
- (vii) As authorized in RCW 41.32.065, service earned in an out-of-state retirement system that covers teachers in public schools may be applied solely for the purpose of determining eligibility to retire under RCW 41.32.470.
- 15 (viii) The department shall adopt rules implementing this 16 subsection.
- 17 (27) "Service credit year" means an accumulation of months of 18 service credit which is equal to one when divided by twelve.
- 19 (28) "Service credit month" means a full service credit month or an 20 accumulation of partial service credit months that are equal to one.
- (29) "Teacher" means any person qualified to teach who is engaged 21 by a public school in an instructional, administrative, or supervisory 22 capacity. The term includes state, educational service district, and 23 24 school district superintendents and their assistants and all employees 25 certificated by the superintendent of public instruction; and in 26 addition thereto any full time school doctor who is employed by a public school and renders service of an instructional or educational 27 28 nature.
- (30) "Average final compensation" for plan II and plan III members, means the member's average earnable compensation of the highest consecutive sixty service credit months prior to such member's retirement, termination, or death. Periods constituting authorized leaves of absence may not be used in the calculation of average final compensation except under RCW 41.32.810(2).
- 35 (31) "Retiree" means any person in receipt of a retirement 36 allowance or other benefit provided by this chapter resulting from 37 service rendered to an employer while a member. A person is in receipt 38 of a retirement allowance as defined in subsection (24) of this section 39 or other benefit as provided by this chapter when the department mails,

- 1 causes to be mailed, or otherwise transmits the retirement allowance 2 warrant.
- 3 (32) "Department" means the department of retirement systems 4 created in chapter 41.50 RCW.
- 5 (33) "Director" means the director of the department.
- 6 (34) "State elective position" means any position held by any 7 person elected or appointed to state-wide office or elected or 8 appointed as a member of the legislature.
- 9 (35) "State actuary" or "actuary" means the person appointed 10 pursuant to RCW 44.44.010(2).
- 11 (36) "Substitute teacher" means:
- 12 (a) A teacher who is hired by an employer to work as a temporary 13 teacher, except for teachers who are annual contract employees of an 14 employer and are guaranteed a minimum number of hours; or
- 15 (b) Teachers who either (i) work in ineligible positions for more 16 than one employer or (ii) work in an ineligible position or positions 17 together with an eligible position.
- (37)(a) "Eligible position" for plan II members from June 7, 1990, through September 1, 1991, means a position which normally requires two or more uninterrupted months of creditable service during September through August of the following year.
- (b) "Eligible position" for plan II and plan III on and after September 1, 1991, means a position that, as defined by the employer, normally requires five or more months of at least seventy hours of earnable compensation during September through August of the following year.
- (c) For purposes of this chapter an employer shall not define "position" in such a manner that an employee's monthly work for that employer is divided into more than one position.
- 30 (d) The elected position of the superintendent of public 31 instruction is an eligible position.
- 32 (38) "Plan I" means the teachers' retirement system, plan I 33 providing the benefits and funding provisions covering persons who 34 first became members of the system prior to October 1, 1977.
- 35 (39) "Plan II" means the teachers' retirement system, plan II 36 providing the benefits and funding provisions covering persons who 37 first became members of the system on and after October 1, 1977, and 38 prior to July 1, 1996.

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- 1 (40) "Plan III" means the teachers' retirement system, plan III 2 providing the benefits and funding provisions covering persons who 3 first become members of the system on and after July 1, 1996, or who 4 transfer under RCW 41.32.817.
- 5 (41) "Index" means, for any calendar year, that year's annual 6 average consumer price index, Seattle, Washington area, for urban wage 7 earners and clerical workers, all items compiled by the bureau of labor 8 statistics, United States department of labor.
- 9 (42) "Index A" means the index for the year prior to the 10 determination of a postretirement adjustment.
- 11 (43) "Index B" means the index for the year prior to index A.
- 12 (44) "Index year" means the earliest calendar year in which the 13 index is more than sixty percent of index A.
- 14 (45) "Adjustment ratio" means the value of index A divided by index 15 B.
- (46) "Annual increase" means, initially, fifty-nine cents per month per year of service which amount shall be increased each July 1st by three percent, rounded to the nearest cent.
- 19 (47) "Member account" or "member's account" for purposes of plan 20 III means the sum of the contributions and earnings on behalf of the 21 member in the defined contribution portion of plan III.
- 22 **Sec. 3.** RCW 41.40.010 and 1995 c 345 s 10, 1995 c 286 s 1, and 23 1995 c 244 s 3 are each reenacted and amended to read as follows:
- As used in this chapter, unless a different meaning is plainly required by the context:
- 26 (1) "Retirement system" means the public employees' retirement 27 system provided for in this chapter.
- 28 (2) "Department" means the department of retirement systems created 29 in chapter 41.50 RCW.
- 30 (3) "State treasurer" means the treasurer of the state of 31 Washington.
- (4)(a) "Employer" for plan I members, means every branch, department, agency, commission, board, and office of the state, any political subdivision or association of political subdivisions of the state admitted into the retirement system, and legal entities authorized by RCW 35.63.070 and 36.70.060 or chapter 39.34 RCW; and the term shall also include any labor guild, association, or organization the membership of a local lodge or division of which is comprised of at

- least forty percent employees of an employer (other than such labor guild, association, or organization) within this chapter. The term may also include any city of the first class that has its own retirement system.
 - (b) "Employer" for plan II members, means every branch, department, agency, commission, board, and office of the state, and any political subdivision and municipal corporation of the state admitted into the retirement system, including public agencies created pursuant to RCW 35.63.070, 36.70.060, and 39.34.030.
- 10 (5) "Member" means any employee included in the membership of the 11 retirement system, as provided for in RCW 41.40.023. RCW 41.26.045 12 does not prohibit a person otherwise eligible for membership in the 13 retirement system from establishing such membership effective when he 14 or she first entered an eligible position.
 - (6) "Original member" of this retirement system means:

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- 16 (a) Any person who became a member of the system prior to April 1, 1949;
- (b) Any person who becomes a member through the admission of an employer into the retirement system on and after April 1, 1949, and prior to April 1, 1951;
- (c) Any person who first becomes a member by securing employment with an employer prior to April 1, 1951, provided the member has rendered at least one or more years of service to any employer prior to October 1, 1947;
- (d) Any person who first becomes a member through the admission of an employer into the retirement system on or after April 1, 1951, provided, such person has been in the regular employ of the employer for at least six months of the twelve-month period preceding the said admission date;
- 30 (e) Any member who has restored all contributions that may have 31 been withdrawn as provided by RCW 41.40.150 and who on the effective 32 date of the individual's retirement becomes entitled to be credited 33 with ten years or more of membership service except that the provisions 34 relating to the minimum amount of retirement allowance for the member 35 upon retirement at age seventy as found in RCW 41.40.190(4) shall not 36 apply to the member;
- 37 (f) Any member who has been a contributor under the system for two 38 or more years and who has restored all contributions that may have been 39 withdrawn as provided by RCW 41.40.150 and who on the effective date of

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- 1 the individual's retirement has rendered five or more years of service
- 2 for the state or any political subdivision prior to the time of the
- 3 admission of the employer into the system; except that the provisions
- 4 relating to the minimum amount of retirement allowance for the member
- 5 upon retirement at age seventy as found in RCW 41.40.190(4) shall not
- 6 apply to the member.
- 7 (7) "New member" means a person who becomes a member on or after
- 8 April 1, 1949, except as otherwise provided in this section.
- 9 (8)(a) "Compensation earnable" for plan I members, means salaries
- 10 or wages earned during a payroll period for personal services and where
- 11 the compensation is not all paid in money, maintenance compensation
- 12 shall be included upon the basis of the schedules established by the
- 13 member's employer.
- (i) "Compensation earnable" for plan I members also includes the
- 15 following actual or imputed payments, which are not paid for personal
- 16 services:
- 17 (A) Retroactive payments to an individual by an employer on
- 18 reinstatement of the employee in a position, or payments by an employer
- 19 to an individual in lieu of reinstatement in a position which are
- 20 awarded or granted as the equivalent of the salary or wage which the
- 21 individual would have earned during a payroll period shall be
- 22 considered compensation earnable and the individual shall receive the
- 23 equivalent service credit;
- 24 (B) If a leave of absence is taken by an individual for the purpose
- 25 of serving in the state legislature, the salary which would have been
- 26 received for the position from which the leave of absence was taken,
- 27 shall be considered as compensation earnable if the employee's
- 28 contribution is paid by the employee and the employer's contribution is
- 29 paid by the employer or employee;
- 30 (C) Assault pay only as authorized by RCW 27.04.100, 72.01.045, and
- 31 72.09.240;
- 32 (D) Compensation that a member would have received but for a
- 33 disability occurring in the line of duty only as authorized by RCW
- 34 41.40.038;
- 35 (E) Compensation that a member receives due to participation in the
- 36 leave sharing program only as authorized by RCW 41.04.650 through
- 37 41.04.670; and
- 38 (F) Compensation that a member receives for being in standby
- 39 status. For the purposes of this section, a member is in standby

- 1 status when not being paid for time actually worked and the employer
- 2 requires the member to be prepared to report immediately for work, if
- 3 the need arises, although the need may not arise. Standby compensation
- 4 is regular salary for the purposes of RCW 41.50.150(2).
- 5 (ii) "Compensation earnable" does not include:
- 6 (A) Remuneration for unused sick leave authorized under RCW 7 41.04.340, 28A.400.210, or 28A.310.490;
- 8 (B) Remuneration for unused annual leave in excess of thirty days 9 as authorized by RCW 43.01.044 and 43.01.041.
- 10 (b) "Compensation earnable" for plan II members, means salaries or
- 11 wages earned by a member during a payroll period for personal services,
- 12 including overtime payments, and shall include wages and salaries
- 13 deferred under provisions established pursuant to sections 403(b),
- 14 414(h), and 457 of the United States Internal Revenue Code, but shall
- 15 exclude nonmoney maintenance compensation and lump sum or other
- 16 payments for deferred annual sick leave, unused accumulated vacation,
- 17 unused accumulated annual leave, or any form of severance pay.
- 18 "Compensation earnable" for plan II members also includes the
- 19 following actual or imputed payments, which are not paid for personal
- 20 services:
- 21 (i) Retroactive payments to an individual by an employer on
- 22 reinstatement of the employee in a position, or payments by an employer
- 23 to an individual in lieu of reinstatement in a position which are
- 24 awarded or granted as the equivalent of the salary or wage which the
- 25 individual would have earned during a payroll period shall be
- 26 considered compensation earnable to the extent provided above, and the
- 27 individual shall receive the equivalent service credit;
- 28 (ii) In any year in which a member serves in the legislature, the
- 29 member shall have the option of having such member's compensation
- 30 earnable be the greater of:
- 31 (A) The compensation earnable the member would have received had
- 32 such member not served in the legislature; or
- 33 (B) Such member's actual compensation earnable received for
- 34 nonlegislative public employment and legislative service combined. Any
- 35 additional contributions to the retirement system required because
- 36 compensation earnable under $((\frac{b}{(ii)(B)}))$ (b)(ii)(A) of this
- 37 subsection is greater than compensation earnable under $((\frac{b}{(ii)(A)}))$
- 38 (b)(ii)(B) of this subsection shall be paid by the member for both
- 39 member and employer contributions;

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- 1 (iii) Assault pay only as authorized by RCW 27.04.100, 72.01.045, 2 and 72.09.240;
- 3 (iv) Compensation that a member would have received but for a 4 disability occurring in the line of duty only as authorized by RCW 5 41.40.038;
- 6 (v) Compensation that a member receives due to participation in the 7 leave sharing program only as authorized by RCW 41.04.650 through 8 41.04.670; and
- 9 (vi) Compensation that a member receives for being in standby status. For the purposes of this section, a member is in standby status when not being paid for time actually worked and the employer requires the member to be prepared to report immediately for work, if the need arises, although the need may not arise. Standby compensation is regular salary for the purposes of RCW 41.50.150(2).
- 15 (9)(a) "Service" for plan I members, except as provided in RCW 16 41.40.088, means periods of employment in an eligible position or 17 positions for one or more employers rendered to any employer for which compensation is paid, and includes time spent in office as an elected 18 19 or appointed official of an employer. Compensation earnable earned in 20 full time work for seventy hours or more in any given calendar month shall constitute one service credit month except as provided in RCW 21 41.40.088. Compensation earnable earned for less than seventy hours in 22 23 any calendar month shall constitute one-quarter service credit month of 24 service except as provided in RCW 41.40.088. Only service credit 25 months and one-quarter service credit months shall be counted in the 26 computation of any retirement allowance or other benefit provided for 27 in this chapter. Any fraction of a year of service shall be taken into account in the computation of such retirement allowance or benefits. 28 29 Time spent in standby status, whether compensated or not, is not 30 service.
 - (i) Service by a state employee officially assigned by the state on a temporary basis to assist another public agency, shall be considered as service as a state employee: PROVIDED, That service to any other public agency shall not be considered service as a state employee if such service has been used to establish benefits in any other public retirement system.
- 37 (ii) An individual shall receive no more than a total of twelve 38 service credit months of service during any calendar year. If an 39 individual is employed in an eligible position by one or more employers

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the individual shall receive no more than one service credit month during any calendar month in which multiple service for seventy or more hours is rendered.

- 4 (iii) A school district employee may count up to forty-five days of sick leave as creditable service solely for the purpose of determining 6 eligibility to retire under RCW 41.40.180 as authorized by RCW 7 28A.400.300. For purposes of plan I "forty-five days" as used in RCW 8 28A.400.300 is equal to two service credit months. Use of less than 9 forty-five days of sick leave is creditable as allowed under this subsection as follows:
- 11 (A) Less than twenty-two days equals one-quarter service credit 12 month;
 - (B) Twenty-two days equals one service credit month;

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- 14 (C) More than twenty-two days but less than forty-five days equals 15 one and one-quarter service credit month.
- 16 (b) "Service" for plan II members, means periods of employment by 17 a member in an eligible position or positions for one or more employers for which compensation earnable is paid. Compensation earnable earned 18 19 for ninety or more hours in any calendar month shall constitute one 20 service credit month except as provided in RCW 41.40.088. Compensation earnable earned for at least seventy hours but less than ninety hours 21 in any calendar month shall constitute one-half service credit month of 22 service. Compensation earnable earned for less than seventy hours in 23 24 any calendar month shall constitute one-quarter service credit month of 25 service. Time spent in standby status, whether compensated or not, is 26 not service.
- 27 Any fraction of a year of service shall be taken into account in 28 the computation of such retirement allowance or benefits.
- 29 (i) Service in any state elective position shall be deemed to be 30 full time service, except that persons serving in state elective positions who are members of the teachers' retirement system or law 31 enforcement officers' and fire fighters' retirement system at the time 32 33 of election or appointment to such position prior to the effective date 34 of this act may elect to continue membership in the teachers' 35 retirement system or law enforcement officers' and fire fighters' retirement system. 36
- (ii) A member shall receive a total of not more than twelve service 38 credit months of service for such calendar year. If an individual is 39 employed in an eligible position by one or more employers the

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- individual shall receive no more than one service credit month during any calendar month in which multiple service for ninety or more hours is rendered.
- 4 (iii) Up to forty-five days of sick leave may be creditable as 5 service solely for the purpose of determining eligibility to retire 6 under RCW 41.40.180 as authorized by RCW 28A.400.300. For purposes of 7 plan II "forty-five days" as used in RCW 28A.400.300 is equal to two 8 service credit months. Use of less than forty-five days of sick leave 9 is creditable as allowed under this subsection as follows:
- 10 (A) Less than eleven days equals one-quarter service credit month;
- 11 (B) Eleven or more days but less than twenty-two days equals one-12 half service credit month;
 - (C) Twenty-two days equals one service credit month;
- 14 (D) More than twenty-two days but less than thirty-three days 15 equals one and one-quarter service credit month;
- 16 (E) Thirty-three or more days but less than forty-five days equals 17 one and one-half service credit month.
- 18 (10) "Service credit year" means an accumulation of months of 19 service credit which is equal to one when divided by twelve.
- 20 (11) "Service credit month" means a month or an accumulation of 21 months of service credit which is equal to one.
- 22 (12) "Prior service" means all service of an original member 23 rendered to any employer prior to October 1, 1947.
 - (13) "Membership service" means:

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- 25 (a) All service rendered, as a member, after October 1, 1947;
- (b) All service after October 1, 1947, to any employer prior to the time of its admission into the retirement system for which member and employer contributions, plus interest as required by RCW 41.50.125, have been paid under RCW 41.40.056 or 41.40.057;
- 30 (c) Service not to exceed six consecutive months of probationary 31 service rendered after April 1, 1949, and prior to becoming a member, in the case of any member, upon payment in full by such member of the 32 total amount of the employer's contribution to the retirement fund 33 34 which would have been required under the law in effect when such probationary service was rendered if the member had been a member 35 during such period, except that the amount of the employer's 36 37 contribution shall be calculated by the director based on the first month's compensation earnable as a member; 38

- (d) Service not to exceed six consecutive months of probationary service, rendered after October 1, 1947, and before April 1, 1949, and prior to becoming a member, in the case of any member, upon payment in full by such member of five percent of such member's salary during said period of probationary service, except that the amount of the employer's contribution shall be calculated by the director based on the first month's compensation earnable as a member.
- 8 (14)(a) "Beneficiary" for plan I members, means any person in 9 receipt of a retirement allowance, pension or other benefit provided by 10 this chapter.
- 11 (b) "Beneficiary" for plan II members, means any person in receipt 12 of a retirement allowance or other benefit provided by this chapter 13 resulting from service rendered to an employer by another person.
- 14 (15) "Regular interest" means such rate as the director may 15 determine.
- 16 (16) "Accumulated contributions" means the sum of all contributions 17 standing to the credit of a member in the member's individual account, 18 including any amount paid under RCW 41.50.165(2), together with the 19 regular interest thereon.

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- (17)(a) "Average final compensation" for plan I members, means the annual average of the greatest compensation earnable by a member during any consecutive two year period of service credit months for which service credit is allowed; or if the member has less than two years of service credit months then the annual average compensation earnable during the total years of service for which service credit is allowed.
- (b) "Average final compensation" for plan II members, means the member's average compensation earnable of the highest consecutive sixty months of service credit months prior to such member's retirement, termination, or death. Periods constituting authorized leaves of absence may not be used in the calculation of average final compensation except under RCW 41.40.710(2).
- 32 (18) "Final compensation" means the annual rate of compensation 33 earnable by a member at the time of termination of employment.
- 34 (19) "Annuity" means payments for life derived from accumulated 35 contributions of a member. All annuities shall be paid in monthly 36 installments.
- 37 (20) "Pension" means payments for life derived from contributions 38 made by the employer. All pensions shall be paid in monthly 39 installments.

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- 1 (21) "Retirement allowance" means the sum of the annuity and the 2 pension.
- 3 (22) "Employee" means any person who may become eligible for 4 membership under this chapter, as set forth in RCW 41.40.023.
- 5 (23) "Actuarial equivalent" means a benefit of equal value when 6 computed upon the basis of such mortality and other tables as may be 7 adopted by the director.
- 8 (24) "Retirement" means withdrawal from active service with a 9 retirement allowance as provided by this chapter.
 - (25) "Eligible position" means:

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- 11 (a) Any position that, as defined by the employer, normally 12 requires five or more months of service a year for which regular 13 compensation for at least seventy hours is earned by the occupant 14 thereof. For purposes of this chapter an employer shall not define 15 "position" in such a manner that an employee's monthly work for that 16 employer is divided into more than one position;
- 17 (b) Any position occupied by an elected official or person 18 appointed directly by the governor for which compensation is paid.
- 19 (26) "Ineligible position" means any position which does not 20 conform with the requirements set forth in subsection (25) of this 21 section.
- (27) "Leave of absence" means the period of time a member is authorized by the employer to be absent from service without being separated from membership.
- 25 (28) "Totally incapacitated for duty" means total inability to 26 perform the duties of a member's employment or office or any other work 27 for which the member is qualified by training or experience.
- (29) "Retiree" means any person in receipt of a retirement allowance or other benefit provided by this chapter resulting from service rendered to an employer while a member. A person is in receipt of a retirement allowance as defined in subsection (21) of this section or other benefit as provided by this chapter when the department mails, causes to be mailed, or otherwise transmits the retirement allowance warrant.
 - (30) "Director" means the director of the department.
- 36 (31) "State elective position" means any position held by any 37 person elected or appointed to state-wide office or elected or 38 appointed as a member of the legislature.

- 1 (32) "State actuary" or "actuary" means the person appointed 2 pursuant to RCW 44.44.010(2).
- 3 (33) "Plan I" means the public employees' retirement system, plan 4 I providing the benefits and funding provisions covering persons who 5 first became members of the system prior to October 1, 1977.
- 6 (34) "Plan II" means the public employees' retirement system, plan
 7 II providing the benefits and funding provisions covering persons who
 8 first became members of the system on and after October 1, 1977.
- 9 (35) "Index" means, for any calendar year, that year's annual 10 average consumer price index, Seattle, Washington area, for urban wage 11 earners and clerical workers, all items, compiled by the bureau of 12 labor statistics, United States department of labor.
- 13 (36) "Index A" means the index for the year prior to the 14 determination of a postretirement adjustment.
- 15 (37) "Index B" means the index for the year prior to index A.
- 16 (38) "Index year" means the earliest calendar year in which the 17 index is more than sixty percent of index A.
- 18 (39) "Adjustment ratio" means the value of index A divided by index 19 B.
- (40) "Annual increase" means, initially, fifty-nine cents per month per year of service which amount shall be increased each July 1st by three percent, rounded to the nearest cent.

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